

### AFSCME Tentative Agreement Items

1. Salary increases 0%; 0%; 1.5%; 1.5%; 1.5%
2. New hires to be paid \$3 an hour less than the hourly wage for the first 12 months of employment; \$2 an hour less for the next 12 months of employment; and \$1 an hour less during the next 12 months of employment.
3. Longevity – lump sum payments to be converted to percentage of salary – 3%; 5%; and 6%. Rejected request to add a fourth tier of longevity at 20-plus years of service.
4. Personal days to be increased from 2 to 3.
5. Accidental death and dismemberment insurance to remain at \$50,000.
6. Part-time seasonal maintenance employee not to be granted union status.
7. One part-time CCO to be hired if approved by the FTR.
8. Dispatching to be added to list of special skills.
9. Delta Dental benefits shall not be raised to level of police and fire but co-pay to be eliminated.
10. Payment in lieu of health insurance – \$2,000 for a family plan and \$1,000 for a single plan.
11. Department heads to assist with Municipal Court payments.
12. Except for essential personnel, when Town Hall is closed, employees will take either a personal day, vacation day, or unpaid leave.

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*EXHIBIT I*

**TOWN OF TIVERTON  
CONTRACT NEGOTIATIONS SUMMARY  
AFSMCE COST IMPACT SUMMARY**

| TOWN OF TIVERTON<br>CONTRACT NEGOTIATIONS SUMMARY<br>AFSMCE COST IMPACT SUMMARY |                |              |                |    |                     |                     |              |
|---|----------------|--------------|----------------|----|---------------------|---------------------|--------------|
| FY 10-11<br>BASE YEAR   | ACTUAL         |              |                |    | 07/11/14 - 06/30/15 |                     | 12/7/2015    |
|   | 7/1/11-6/30/12 | 0%           | 7/1/12-6/30/13 | 0% | 7/1/13-6/30/14      | 07/11/15 - 06/30/16 | 1.50%        |
| WAGES   | 964,224.56     | 964,224.56   | 961,801.36     |    | 976,228.38          | 990,871.81          | 1,005,734.88 |
| OVERTIME  | 18,354.87      | 18,354.87    | 18,354.87      |    | 18,630.19           | 18,909.65           | 19,193.29    |
| LONGEVITY   | 33,400.00      | 33,400.00    | 32,400.00      |    | 39,017.34           | 45,664.91           | 46,733.19    |
| VACATION  | 66,048.25      | 66,048.25    | 65,026.30      |    | 66,001.69           | 66,991.72           | 67,996.60    |
| SICK LEAVE  | 65,050.73      | 65,050.73    | 64,416.38      |    | 65,382.63           | 66,363.37           | 67,358.82    |
| HOLIDAY PAY   | 47,665.23      | 47,665.23    | 47,505.46      |    | 48,218.04           | 48,941.31           | 49,675.43    |
| PERSONAL DAYS   | 7,333.11       | 7,333.11     | 7,308.53       |    | 11,127.24           | 11,294.15           | 11,463.56    |
| HEALTH INCREASE   | 348,672.12     | 380,052.61   | 366,214.08     |    | 391,849.07          | 419,278.50          | 448,628.00   |
| 19 FAMILY   |                | 0.00         | (47,607.83)    |    | (101,880.76)        | (109,012.41)        | (116,643.28) |
| 4 SINGLE  |                | 0.00         | 8,050.00       |    | 1,518.00            | 1,518.00            | 1,518.00     |
| NET   | (42,699.28)    | (42,699.28)  | (42,349.64)    |    | 86,000.00           | 86,000.00           | 86,000.00    |
|   | 305,972.84     | 337,353.33   | 326,306.61     |    | 334,486.31          | 354,784.09          | 376,502.72   |
| DENTAL INCREASE   | 18,511.08      | 20,547.30    | 17,923.92      |    | 17,933.92           | 17,933.92           | 17,933.92    |
| Co-Pay  | 0.00           | (2,465.68)   | (1,075.44)     |    | 0.00                | 0.00                | 0.00         |
| NET   | 18,511.08      | 18,081.62    | 16,848.48      |    | 17,933.92           | 17,933.92           | 17,933.92    |
| VISION CARE   | 1,875.00       | 1,875.00     | 1,725.00       |    | 1,725.00            | 1,725.00            | 1,725.00     |
| LIFE INSURANCE  | 9,600.00       | 10,050.00    | 10,050.00      |    | 10,050.00           | 10,050.00           | 10,050.00    |
| MEDICARE  | 14,731.70      | 14,731.70    | 14,682.07      |    | 14,991.20           | 15,303.97           | 15,539.09    |
| SOC. SEC  | 62,990.72      | 62,990.72    | 62,778.49      |    | 64,100.31           | 65,437.67           | 66,443.00    |
| PENSION   | 70,845.39      | 70,845.39    | 98,721.74      |    | 102,663.53          | 111,195.63          | 112,924.18   |
| Other - \$\$ in lieu of health  | 0.00           | 0.00         | 0.00           |    | 3,000.00            | 3,000.00            | 3,000.00     |
| TOTAL   | 1,500,506.16   | 1,531,907.20 | 1,543,668.61   |    | 1,582,826.17        | 1,634,876.65        | 1,675,779.28 |
| INCREASE/(DECREASE)   |                | 31,401.03    | 11,761.41      |    | 39,157.56           | 52,050.47           | 40,902.63    |
| Includes:   |                | 2.09%        | 0.77%          |    | 2.54%               | 3.29%               | 2.50%        |
| Salary Increases: 0.0,1.5, 1.5, 1.5   |                |              |                |    |                     |                     |              |
| Longevity 3% 5% 6%  |                |              |                |    |                     |                     |              |
| Dental w/ orthodontics w/ \$0.00 copay  |                |              |                |    |                     |                     |              |
| \$\$ in lieu of health \$2000 - Family \$1000 - Single                          |                |              |                |    |                     |                     |              |
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AVG COST/YEAR

2.20%

2.50%

35,054.62

2.24%

\$7,969,057.91

\$175,273.11



# AFSCME

Council 94  
Local 2670A

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**TENTATIVE AGREEMENT**  
**JULY 1, 2011 – JUNE 30, 2013**  
**NEGOTIATED DECEMBER 9, 2012**

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All terms of the previous contract remain in effect, with no changes, through the duration of this eighteen (18) month period with the exception of the following:

**27.1** Effective January 1, 2013, the current medical insurance plan will be replaced by a Blue Cross Blue Shield Coast to Coast High Deductible Health Plan (HDHP) coupled with a Health Savings Account (HSA) for those employees that are eligible. Employees not eligible to use as HSA (for age or other IRS-related reason) who are otherwise eligible for the HDHP shall be offered the option of a Health Reimbursement Account (HRA) to fund their deductible costs. The coverage of the HDHP shall be equal to that of employees within the IAFF and IBPO.

Deductible amounts and employee contributions shall be equal for all participating employees, and shall be as follows:

|                  |  |
|------------------|--|
| Family Plan:     | \$4,000 Deductible<br>Employer Share = \$2,000<br>Employee Share = \$2,000 |
| Individual Plan: | \$2,000 Deductible<br>Employer Share = \$1,000<br>Employee Share = \$1,000 |

The Town agreed to advance the monetary amounts of said deductible (\$4,000 family or \$2,000 individual) to a prepaid debit card that shall be issued to each member. Each member shall utilize said debit card for medical payments as needed to satisfy said deductible of the HDHP.

Participating members of the bargaining unit, through payroll deductions, shall pay the employee share (\$2,000 family and \$1,000 individual - half of the amount that was advanced to the members) back to the Town. The amount of the employee share (\$2,000 family and \$1,000 individual) shall be divided by the total number of pay periods within the year and shall be withheld prior to payroll taxes being withheld. Employees over the age of 65 shall pay the same employee share of the premium.

A third party shall administer the debit card for members of the unit. Any and all costs associated with the administration of said debit card from the third party shall be borne by the Town.

The Town agrees to provide all members and their family members (if applicable) with initial debit cards at no cost to said members. Two (2) cards per family plan shall be issued, and more can be requested by the member. The Town also agrees to provide said members with an allotment of checks, upon request, at no cost to the member.

Any charges associated with replacing said debit card to members or their family members shall be borne by the member.

There will be no premium co-share of the above cited HDHP contributed by the members towards the cost of the plan, except as specified herein.

HSA and HRA funds will be maintained as permitted by current IRS regulations.

By signing below, both parties tentatively agree to the terms as written in this document. This agreement is conditional upon ratification by both the Tiverton Town Council and the members of AFSCME Council 94, Local 2670A.

For Local 2670A:

Robert Martin

Robert Martin, President

Date:

12/10/12

Marissa Athanasiou

Marissa Athanasiou, Business Agent

Date:

12/12/12

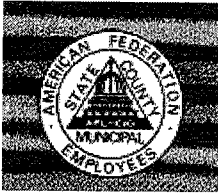
For the Town of Tiverton

James Goncalo

James Goncalo, Town Administrator

Date:

12/10/12



# AFSCME

Council 94  
Local 2670A

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**TENTATIVE AGREEMENT  
JULY 1, 2013-JUNE 30, 2016  
NEGOTIATED DECEMBER 9, 2012**

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Items of Agreement):

- 3.1 Dues – 15<sup>th</sup> day of each month
- 4.2 Add “religion”
- 5.2(a) Chief’s secretary to work 37.5 hours per week. 8:00-4:30 work day.
- 5.2(e) Delete redundant language
- 5.2(g) Add “clerk”
- 5.2(i) Add Wastewater Management part-time clerk and standard work week  
Tuesday, Wednesday, Thursday – 9:00 AM to 2:00 PM
- 5.4(b) Clarification

b. ~~Commencing upon the execution of this Agreement by the Union and the Employer, the following changes in personnel and number of hours to be worked shall take effect:~~  
The number of employees in the respective departments listed below are as follows:

| Employees Dept | #   |
|----------------|-----|
| Tax Collector  | 1 ½ |
| Tax Assessor   | 1 ½ |
| Treasurer      | 2 ½ |
| Town Clerks    | 3 ½ |

1. ~~\*One Clerk position shall be eliminated in the Tax Collector's and the Tax Assessor's office, so that that instead of 2 clerks,~~ There shall be 1 Clerk who shall split time, on an as-needed basis between both offices, Tax Collector's and the Tax Assessor's Office.
2. ~~One additional Clerk position shall be eliminated, resulting in~~ There will be 1 Clerk who shall split time, on an as-needed basis, between the Treasurer's and Town Clerk's office as a Board of Canvasser's Clerk;
3. All employees in the Clerk's Office may be crosstrained to cover each other's duties.

5.4(2) One clerk to split time

5.4(3) Clerks office cross-training – Add “AFSCME” before “employees”

6.2 Insert “unscheduled vacation day”

8.4 CCO – 19 hours

10.1 Increase personal leave from 2 days to 3 days

12.1(12) Add “Wastewater”

12.18,19 Add “Subject to grievance procedure”

12.20 Add “Wastewater”

12.21 Add “Control Center Operators” to the list of “special skills”.

12.30 (NEW) In the absence of the Municipal Court Clerk, Town Hall employees shall provide members of the public with an envelope for payments and accompany members of the public to the Municipal Court Clerk's office to deposit said envelope in his mail slot.

20.2 Add COBRA language

27.1 Effective January 1, 2012, the current medical insurance plan will be replaced by a Blue Cross Blue Shield Coast to Coast High Deductible Health Plan (HDHP) coupled with a Health Savings Account (HSA) for those employees that are eligible. Employees not eligible to use a HSA (for age or other IRS-related reason) who are otherwise eligible for the HDHP shall be offered the option of a Health Reimbursement Account (HRA) to fund their deductible costs. The coverage of the HDHP shall be equal to that of employees within the IAFF and IBPO.

Deductible amounts and employee contributions shall be equal for all participating employees, and shall be as follows:

|              |                          |
|--------------|--------------------------|
| Family Plan: | \$4,000 Deductible       |
|              | Employer Share = \$2,000 |
|              | Employee Share = \$2,000 |

Individual Plan:       \$2,000 Deductible  
                          Employer Share = \$1,000  
                          Employee Share = \$1,000

The Town agreed to advance the monetary amounts of said deductible (\$4,000 family or \$2,000 individual) to a prepaid debit card that shall be issued to each member. Each member shall utilize said debit card for medical payments as needed to satisfy said deductible of the HDHP.

Participating members of the bargaining unit, through payroll deductions, shall pay the employee share (\$2,000 family and \$1,000 individual - half of the amount that was advanced to the members) back to the Town. The amount of the employee share (\$2,000 family and \$1,000 individual) shall be divided by the total number of pay periods within the year and shall be withheld prior to payroll taxes being withheld. Employees over the age of 65 shall pay the same employee share of the premium.

A third party shall administer the debit card for members of the unit. Any and all costs associated with the administration of said debit card from the third party shall be borne by the Town.

The Town agrees to provide all members and their family members (if applicable) with initial debit cards at no cost to said members. Two (2) cards per family plan shall be issued, and more can be requested by the member. The Town also agrees to provide said members with an allotment of checks, upon request, at no cost to the member.

Any charges associated with replacing said debit card to members or their family members shall be borne by the member.

There will be no premium co-share of the above cited HDHP contributed by the members towards the cost of the plan, except as specified herein.

HSA and HRA funds will be maintained as permitted by current IRS regulations.

As of July 1, 2013 Employees electing to not take part in the health plan shall be entitled to an annual payment of \$2,000 per family or \$1,000 per individual. This payment shall be included in the first paycheck of the fiscal year.

27.2       Delta Dental Basic Services Contract shall be in effect with no co-share by the employee.

30.2       Employee files

32.1       Longevity schedule will be replaced by the following:

|                             |                   |
|-----------------------------|-------------------|
| 5 to 9 years of service     | 3% of base salary |
| 10 to 14 years of service   | 5% of base salary |
| 15 years of service or more | 6% of base salary |

In no instance will longevity payments fall below the following minimum levels:

|                      |         |
|----------------------|---------|
| 5-9 years of service | \$1,000 |
|----------------------|---------|

|                             |         |
|-----------------------------|---------|
| 10 to 14 years of service   | \$1,600 |
| 15 years of service or more | \$1,900 |

- 34.1 The Town's contribution into the retirement system shall ~~increase the coverage to the two percent (2%) plan~~ be as determined by MERS.
- 36.1 Title change for Executive Assistant
- 38.1 The provisions of this agreement shall be effective July 1, 2013 and shall continue and remain in full force and effect until June 30, 2016.

SALARY SCHEDULE ATTACHED:

Additional Points of Agreement:

1. A revised salary schedule tier system for new hires.  
(Replace paragraph after salary schedule.)  
  
0-12 months = \$3 less / hour  
13-24 months = \$2 less / hour  
25-36 months = \$1 less / hour
2. A change to the "emergency closures" policy has been proposed. In the event of an emergency closure (snow, hurricane, etc.), "non-essential" employees would not work and would be charged for use of a personal day, compensatory or vacation time. Employees could also choose to take the day unpaid. A list of "essential" employees will be compiled by the Town and attached to this contract.
3. In the absence of the usual custodian, the Animal Control Officer shall empty trash barrels at the Police Station.
4. Include one (1) [additional] permanent part-time CCO will be hired, contingent upon funding at the FTR.

## SALARY SCHEDULE FOR CURRENT EMPLOYEES

| <b>Position</b>               | <b>7/1/13<br/>1.5%</b> | <b>7/1/14<br/>1.5%</b> | <b>7/1/15<br/>1.5%</b> |
|-------------------------------|------------------------|------------------------|------------------------|
| <b>Town Clerk's Office</b>    |                        |                        |                        |
| Supervising Clerk             | \$22.02                | \$22.35                | \$22.69                |
| Report / Lic. Clerk           | \$21.06                | \$21.38                | \$21.70                |
| Clerk / Typist                | \$21.06                | \$21.38                | \$21.70                |
| Split Clerk w/ Treasurer      | \$21.06                | \$21.38                | \$21.70                |
| <b>Tax Collector's Office</b> |                        |                        |                        |
| Assistant Tax Collector       | \$22.02                | \$22.35                | \$22.69                |
| Split Clerk w/ Assessor       | \$21.06                | \$21.38                | \$21.70                |
| <u>WWMC Clerk</u>             | \$15.21                | \$15.44                | \$15.67                |
| <b>Tax Assessor's Office</b>  |                        |                        |                        |
| Supervising Clerk             | \$22.02                | \$22.35                | \$22.69                |
| Split Clerk w/ Collector      | ---                    | ---                    | ---                    |
| <b>Treasurer's Office</b>     |                        |                        |                        |
| Assistant Treasurer           | \$22.02                | \$22.35                | \$22.69                |
| Bookkeeper / Payroll          | \$21.06                | \$21.38                | \$21.70                |
| Split Clerk w/ TC's           | ---                    | ---                    | ---                    |
| <b>Planning Department</b>    |                        |                        |                        |
| Assistant                     | \$21.06                | \$21.38                | \$21.70                |
| <b>Building / Zoning Dept</b> |                        |                        |                        |
| Assistant                     | \$22.02                | \$22.35                | \$22.69                |
| <b>Police Department</b>      |                        |                        |                        |
| Chief's Secretary             | \$22.02                | \$22.35                | \$22.69                |
| Records Room Senior           | \$21.06                | \$21.38                | \$21.70                |
| Records Room / CCO            | \$20.30                | \$20.60                | \$20.91                |
| CCO                           | \$20.30                | \$20.60                | \$20.91                |
| Animal Control                | \$19.90                | \$20.20                | \$20.50                |
| <b>Senior Center</b>          |                        |                        |                        |
| Part-time Assistant           | \$15.21                | \$15.44                | \$15.67                |
| <b>Maintenance</b>            |                        |                        |                        |
| Foreman Laborer               | \$23.77                | \$24.13                | \$24.49                |
| Custodial Maintenance         | \$18.14                | \$18.41                | \$18.69                |
| Custodial / Mechanic          | \$20.90                | \$21.21                | \$21.53                |
| <b>Fire Department</b>        |                        |                        |                        |
| Chief's Secretary             | \$22.02                | \$22.35                | \$22.69                |
| <b>DPW</b>                    |                        |                        |                        |
| Clerk                         | \$21.06                | \$21.38                | \$21.53                |

By signing below, both parties tentatively agree to the terms as written in this document. This agreement is conditional upon ratification by both the Tiverton Town Council and the members of AFSCME Council 94, Local 2670A.

For Local 2670A: Robert Martin  
Robert Martin, President

Date: 12/10/12

Marissa Athanasiou  
Marissa Athanasiou, Business Agent

Date: 12/12/12

For the Town of Tiverton James Goncalo  
James Goncalo, Town Administrator

Date: 12/10/12